



Gender Pay Gap Report March 2019

Gender Pay Gap Reporting is the legal obligation under the Equality Act 2010 which requires an employer with more than 250 employees to publish data regarding the hourly pay of men and women in the organisation. The data in this document is produced in line with the specific reporting criteria laid out in legislation.

Gender Pay Gap reporting is not the same as Equal Pay. Leodis Academies Trust operates a fair and transparent pay and grading system, by which all roles are paid. Our recruitment processes ensure that we treat male and female applicants for all roles equally.

The Gender Pay Gap reporting calculations for the Trust is based on 406 full pay relevant employees¹. Results are as follows:

% mean difference between male and female hourly pay	27.3%
% median difference between male and female hourly pay	45%
Mean and median difference between male and female bonuses	No bonuses paid
Proportion of men and women who received bonuses	No bonuses paid

The average mean difference in the Education sector in 2017 was 26.3%²

Pay Quartiles

Pay quartiles	Number in quartile	Number of men	Number of women
A (lower quartile)	101	6 (6%)	95 (94%)
B (lower middle quartile)	102	11 (10.8%)	91 (89.2%)
C (upper middle quartile)	102	26 (25.5%)	76 (74.5%)
D (upper quartile)	101	36 (35.6%)	65 (64.4%)

This shows that the Trust has a higher proportion of women than men in all quartiles, but proportionally more in the lower and lower middle quartiles.

¹ Employees who received full pay at the snapshot date of 31 March 2018

² Office for National Statistics 2017 Annual Survey of Hours and Earnings. Figures for 2018 unavailable

Factors influencing the data

- The single biggest factor influencing the data is the number of teaching assistants and lunchtime assistants, catering staff and cleaning staff employed directly by the Trust. A significant proportion of these groups of staff are women. All of these posts fall into the lower and lower middle quartiles. The hourly rate for these roles impacts on the average hourly rate (mean and median) for the Trust.
- The Trust has employed a number of apprentices in line with the Government's strategy to increase the apprenticeship offer, and the introduction of the Apprenticeship Levy. Whilst these apprentices are paid at higher than the national minimum wage level, this has brought the average hourly rate down (especially the median), despite the increase in the Leeds Living Wage. Most of the apprentices are female.
- The Leeds Living Wage was adopted by the Trust on 1 April 2017. The minimum wage is now £8.75 per hour (an increase of 50 pence per hour on 2016-17). Further planned increases will positively affect the data in future years as it will reduce the difference in hourly rate between the lowest paid employees and other staff.
- There are 9 non-full pay relevant employees³ who are not included in the data. All are female. Had they been on full pay and included in the data, 6 of the females would have fallen into upper middle and upper quartiles. This would have increased the number of females in the higher bands and the average hourly rates for females overall.

Further analysis by Pay Scale

Analysing Gender Pay Gap by pay scale (i.e. Teaching, Leadership and Support staff) shows the mean and median differences by job group:

	Mean Pay Gap	Median Pay Gap
Teaching staff	12.77% higher for men	9.77% higher for men
Support staff	10.37% higher for men	14.86% higher for men
Leadership team ⁴	0%	3.85% higher for women

When the analysis is broken down by groups of staff and compared against the national average median pay gap of 17.9%⁵, this shows the Trust performs well against average.

Overall, the figures for Leodis Academies Trust support national findings that the Gender Pay Gap is higher in Education sector than the average nationally due to the role mix within schools.⁶

³ Employees who were not receiving full pay at 31 March 2018 (for example due to sickness or maternity leave)

⁴ Leadership includes all on the Leadership Scale across the Trust

⁵ Office for National Statistics 2017 Annual Survey of Hours and Earnings

⁶ Government Equalities Office information 2018

Additional data for Trustees (non-reporting requirement – not for publication)

Comparison of 2017 and 2018 data

	2017	2018		2017	2018	
	Mean Pay Gap	Mean Pay Gap	Difference on last year	Median Pay Gap	Median Pay Gap	Difference on last year
Teaching staff	13.45% higher for men	12.77% higher for men	-0.68%	6.55% higher for men	9.77% higher for men	+3.22%
Support staff	13.54% higher for men	10.37% higher for men	-3.17%	14.34% higher for men	14.86% higher for men	+0.52%
Leadership team	7.95% higher for women	0%	+7.95%	1.21% higher for women	3.85% higher for women	+3.85%

	2017	2018	Difference on last year
% mean difference between male and female hourly pay	28.2%	27.3%	-0.9%
% median difference between male and female hourly pay	43%	45%	+2%

The above figures show that the difference in the mean hourly rate is decreasing, but the median difference is increasing. Some reasons for this change are as follows:

- The increase in ratio of women to men employed overall in the Trust at all levels
- The highest level of increase was at Teaching Assistant level (+12 on last year, predominantly female); this role has a low, wide range pay scale so commencement salaries are at a comparatively low level
- The employment of a number of apprentices within the Trust, most of whom are female